

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 9060

October 27, 2021

SUMMARY OF BILL: Establishes that an employee of any public or private entity may refuse such employer's COVID-19 vaccine, immunization, or medication mandate based on such employee's religious beliefs or conscience. Requires such employee to provide written notice stating the grounds for such refusal.

Establishes a cause of action for any employee who is discharged, suspended, or takes any adverse action against an employee for such refusal. Such cause of action shall have compensatory damages equal to no more than eight weeks of lost wages or as the court deems appropriate; however, such amount may not exceed \$5,000.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Immunization or vaccination for COVID-19 is currently not required by any state or local governmental entity in Tennessee. Prohibiting any such future requirement will not result in a significant fiscal impact to the state or local government.
- The proposed legislation will not significantly impact any programs or policies of state or local governments; therefore, any fiscal impact is estimated to be not significant.
- The courts will not experience a significant increase in caseloads; therefore, any impact to the court system is estimated to be not significant.
- Any instances in which a public sector employee brings a cause of action against a public sector employer is estimated to be minimal; therefore, no significant impact upon state or local government.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner".

Krista Lee Carsner, Executive Director

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